

Board Statistics Report



Parameters Used:
 Location(s): MONTSEGUR FINANCE
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

Category	Number	Percentage
Number of votable meetings	77	
Number of meetings voted	72	93.51%
Number of meetings with at least 1 vote Against, Withhold or Abstain	45	58.44%

Ballot Overview

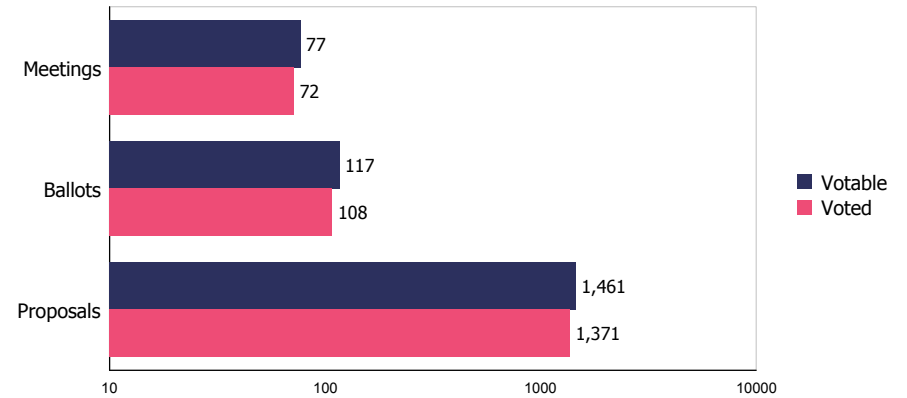
Category	Number	Percentage
Number of votable ballots	117	
Number of ballots voted	108	92.31%

Proposal Overview

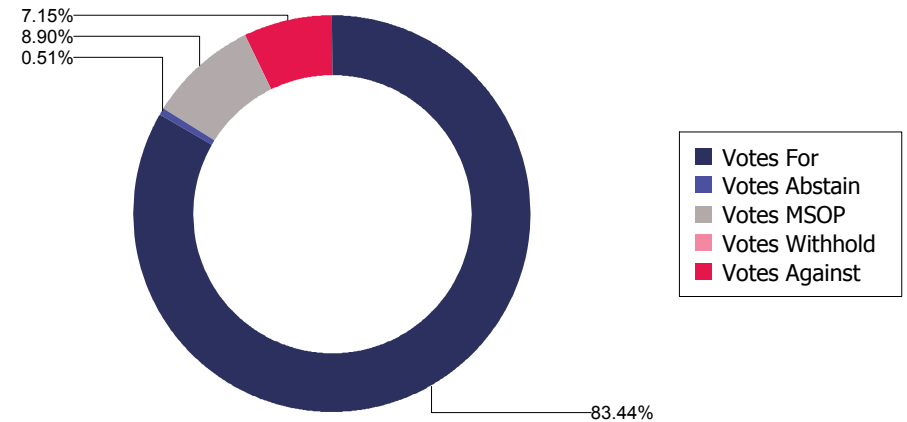
Category	Number	Percentage
Number of votable items	1,461	
Number of items voted	1,371	93.84%
Number of votes FOR	1,144	83.44%
Number of votes AGAINST	98	7.15%
Number of votes ABSTAIN	7	0.51%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	122	8.90%
Number of votes With Policy	1,352	98.61%
Number of votes Against Policy	19	1.39%
Number of votes With Mgmt	1,244	90.74%
Number of votes Against Mgmt	127	9.26%
Number of votes on Shareholder Proposals	67	4.89%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

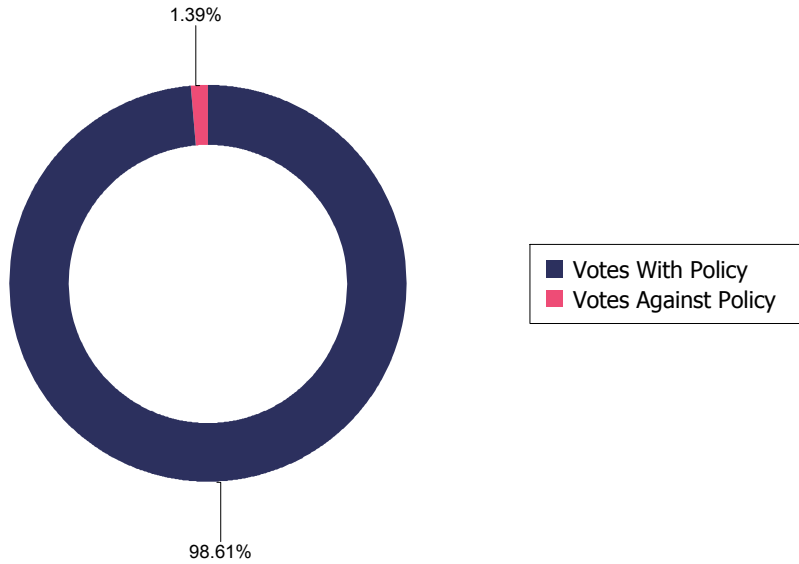
Voting Statistics



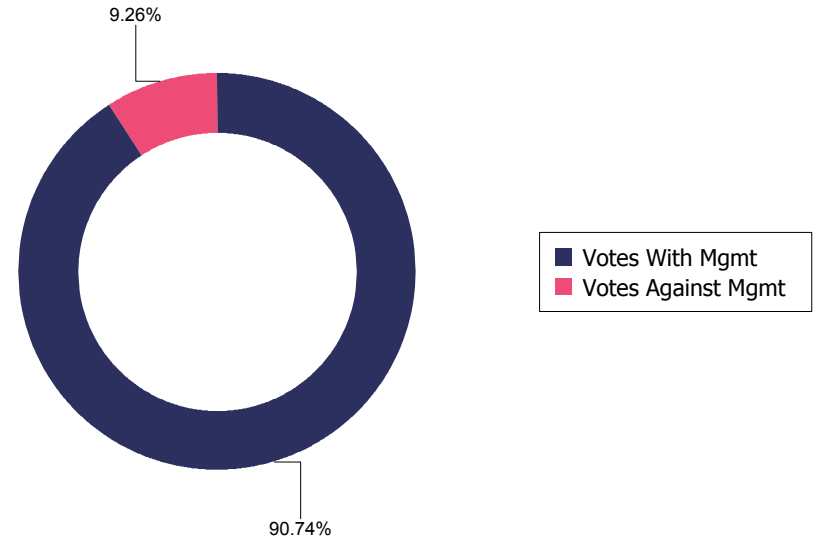
Vote Cast Statistics



Vote Alignment with Policy



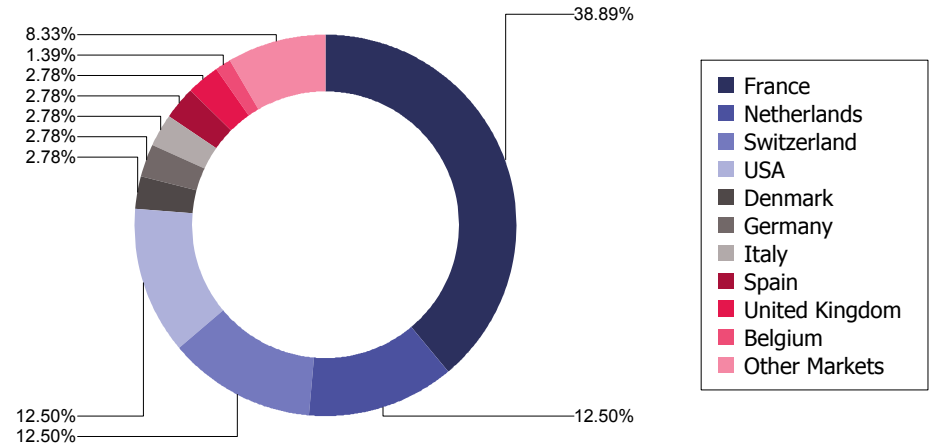
Vote Alignment with Management



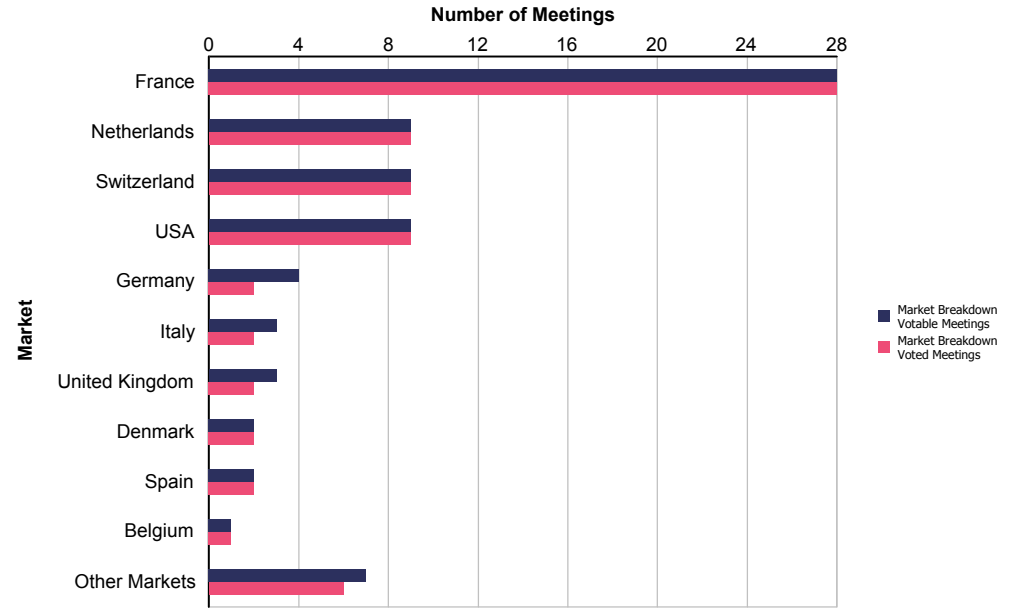
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	28	28	100.00%
Netherlands	9	9	100.00%
Switzerland	9	9	100.00%
USA	9	9	100.00%
Germany	4	2	50.00%
Italy	3	2	66.67%
United Kingdom	3	2	66.67%
Denmark	2	2	100.00%
Spain	2	2	100.00%
Belgium	1	1	100.00%
Ireland	1	1	100.00%
Jersey	1	1	100.00%
Luxembourg	1	1	100.00%
Norway	1	0	0.00%
Portugal	1	1	100.00%
South Korea	1	1	100.00%
Sweden	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sika AG	25-Jan-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	04-Mar-22	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	5. Amend Articles of Incorporation to become a Social Purpose Corporation	Against
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Election - Director Election	Elect Director	2.1.1. Elect Kim Han-jo as Outside Director	Against
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.1. Elect Kim Han-jo as a Member of Audit Committee	Against
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.2. Elect Kim Jong-hun as a Member of Audit Committee	Against
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Jorgen Buhl Rasmussen (Chair) as Director	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8d. Reelect Kim Stratton as Director	Abstain
ABB Ltd.	24-Mar-22	Switzerland	G	Director Election - Director Election	Elect Director	7.10. Reelect Peter Voser as Director and Board Chairman	Against
ABB Ltd.	24-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Nestle SA	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	5.f. Reelect Eugenio Barcellona as Non-Executive Director	Against
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7. Approve Stock Option Plan	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
Sika AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stellantis NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Abstain
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Hubert Vedrine as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	9. Renew Appointment of Yann Arthus-Bertrand as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Against
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Abstain
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	22-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Cedric de Bailliencourt, Management Board Member	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	25-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	17. Reelect Philippe Benacin as Supervisory Board Member	Against
Alcon Inc.	27-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.a. Reelect Martin J. Barrington as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.b. Reelect William F. Gifford, Jr. as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.c. Reelect Alejandro Santo Domingo Davila as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.d. Elect Nitin Nohria as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	B.10. Approve Remuneration Policy	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.11. Approve Remuneration Report	Against
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman of the Board	Abstain
Air Liquide SA	04-May-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	26. Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	Abstain
Lonza Group AG	05-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Edenred SA	11-May-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Bertrand Dumazy as Director	Against
Eni SpA	11-May-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.a. Elect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.c. Elect Cyrille Bollere as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8.b. Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	Against
Compagnie Generale des Etablissements Michelin SCA	13-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux, General Manager	Against
JPMorgan Chase & Co.	17-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JPMorgan Chase & Co.	17-May-22	USA	E	Environmental - Climate	Report on Climate Change	4. Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	Against
JPMorgan Chase & Co.	17-May-22	USA	S	Social - Board Diversity	Adopt a Policy on Ideological Board Diversity	7. Disclose Director Skills and Qualifications Including Ideological Perspectives	Against
JPMorgan Chase & Co.	17-May-22	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	8. Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against
JPMorgan Chase & Co.	17-May-22	USA	E	Environmental - Climate	GHG Emissions	9. Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corbion NV	18-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	13. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Against
McPhy Energy SA	19-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Pascal Mauberger as Director	Against
InPost SA	19-May-22	Luxembourg	G	Audit Related - Auditor Related	Ratify Auditors	10. Appoint PricewaterhouseCoopers as Auditor	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	19. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Against
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Retirement Plan Options Aligned with Company Climate Goals	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	9. Report on Worker Health and Safety Disparities	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Risks Associated with Use of Concealment Clauses	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	11. Report on Charitable Contributions	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	15. Require More Director Nominations Than Open Seats	Against
Exxon Mobil Corporation	25-May-22	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Marina Delendik as Representative of Employee Shareholders to the Board	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	B. Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	C. Elect Agueda Marin as Representative of Employee Shareholders to the Board	Against
Temenos AG	25-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Xavier Barbaro, Chairman and CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Romain Desrousseaux, Vice-CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	25-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Xavier Barbaro as Director	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 90 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	25-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Alphabet Inc.	01-Jun-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Risks Associated with Use of Concealment Clauses	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Report on Government Takedown Requests	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Report on Managing Risks Related to Data Collection, Privacy and Security	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	17. Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Board Diversity	Board Diversity	18. Report on Steps to Improve Racial and Gender Board Diversity	Against
Alphabet Inc.	01-Jun-22	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish an Environmental Sustainability Board Committee	Against
Alphabet Inc.	01-Jun-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	21. Report on Policies Regarding Military and Militarized Policing Agencies	Against
Caterpillar Inc.	08-Jun-22	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Doing Business in Conflict-Affected Areas	Against
Booking Holdings Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Booking Holdings Inc.	09-Jun-22	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	5. Report on Climate Change Performance Metrics Into Executive Compensation Program	Against
Veolia Environnement SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	Against
Bureau Veritas SA	24-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	24-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for Executive and Non-Executive Directors	Against
Prosus NV	24-Aug-22	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.1. Elect Francesco Trapani as Representative of Category A Registered Shares	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.17. Elect Francesco Trapani as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
ABB Ltd.	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Microsoft Corporation	13-Dec-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	Against
Microsoft Corporation	13-Dec-22	USA	E	Environmental - Climate	Report on Climate Change	6. Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Government Use of Microsoft Technology	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Development of Products for Military	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	13-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation Report of Corporate Officers	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Marie-Helene Feuillet, Management Board Member	For
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Paolo Bicci, Management Board Member	For
Trigano SA	07-Jan-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	For
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Board to Repurchase Shares	For
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Abstain

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Bernard Arnault as Director	For
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Abstain
Vivendi SE	25-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	24. Authorize Specific Buyback Program and Cancellation of Repurchased Share	For
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	For
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman of the Board	Abstain
Air Liquide SA	04-May-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	26. Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	Abstain
Exxon Mobil Corporation	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Low Carbon Business Planning	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sika AG	25-Jan-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	04-Mar-22	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	6. Approve Revision of Transparency Reports	For
Apple Inc.	04-Mar-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Forced Labor	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	9. Report on Civil Rights Audit	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Concealment Clauses	For
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Election - Director Election	Elect Director	2.1.1. Elect Kim Han-jo as Outside Director	Against
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.1. Elect Kim Han-jo as a Member of Audit Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.2. Elect Kim Jong-hun as a Member of Audit Committee	Against
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Jorgen Buhl Rasmussen (Chair) as Director	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8d. Reelect Kim Stratton as Director	Abstain
ABB Ltd.	24-Mar-22	Switzerland	G	Director Election - Director Election	Elect Director	7.10. Reelect Peter Voser as Director and Board Chairman	Against
ABB Ltd.	24-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	5.f. Reelect Eugenio Barcellona as Non-Executive Director	Against
Davide Campari-Milano NV	12-Apr-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7. Approve Stock Option Plan	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
Sika AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Stellantis NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Abstain
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Hubert Vedrine as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	9. Renew Appointment of Yann Arthus-Bertrand as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Against
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Abstain
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Cedric de Bailliencourt, Management Board Member	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	25-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	17. Reelect Philippe Benacin as Supervisory Board Member	Against
Alcon Inc.	27-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.a. Reelect Martin J. Barrington as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.b. Reelect William F. Gifford, Jr. as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.c. Reelect Alejandro Santo Domingo Davila as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.d. Elect Nitin Nohria as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	B.10. Approve Remuneration Policy	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.11. Approve Remuneration Report	Against
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman of the Board	Abstain
Air Liquide SA	04-May-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	26. Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	Abstain
Lonza Group AG	05-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Edenred SA	11-May-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Bertrand Dumazy as Director	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.a. Elect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.c. Elect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8.b. Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	Against
Compagnie Generale des Etablissements Michelin SCA	13-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux, General Manager	Against
JPMorgan Chase & Co.	17-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JPMorgan Chase & Co.	17-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JPMorgan Chase & Co.	17-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Corbion NV	18-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	13. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Against
McPhy Energy SA	19-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Pascal Mauberger as Director	Against
InPost SA	19-May-22	Luxembourg	G	Audit Related - Auditor Related	Ratify Auditors	10. Appoint PricewaterhouseCoopers as Auditor	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	19. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Against
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	For
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Pollution	Recycling	8. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	13. Report on Protecting the Rights of Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	14. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	16. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Report on Median Gender/Racial Pay Gap	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	19. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exxon Mobil Corporation	25-May-22	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	4. Remove Executive Perquisites	For
Exxon Mobil Corporation	25-May-22	USA	E	Environmental - Climate	GHG Emissions	6. Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	For
Exxon Mobil Corporation	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Low Carbon Business Planning	For
Exxon Mobil Corporation	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	For
Exxon Mobil Corporation	25-May-22	USA	E	Environmental - Pollution	Recycling	9. Report on Reducing Plastic Pollution	For
Exxon Mobil Corporation	25-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Report on Political Contributions and Expenditures	For
Temenos AG	25-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Xavier Barbaro, Chairman and CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Romain Desrousseaux, Vice-CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
Neoen SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	25-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Xavier Barbaro as Director	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 90 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	25-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Neoen SA	25-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Alphabet Inc.	01-Jun-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Lobbying	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Physical Risks of Climate Change	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Other	Community -Environment Impact	8. Report on Metrics and Efforts to Reduce Water Related Risk	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	9. Oversee and Report a Third-Party Racial Equity Audit	For
Alphabet Inc.	01-Jun-22	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	11. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	13. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	15. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	16. Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	For
Caterpillar Inc.	08-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Caterpillar Inc.	08-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Booking Holdings Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Booking Holdings Inc.	09-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Veolia Environnement SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	Against
Bureau Veritas SA	24-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Didier Michaud-Daniel, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bureau Veritas SA	24-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Linde Plc	25-Jul-22	Ireland	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for Executive and Non-Executive Directors	Against
Prosus NV	24-Aug-22	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Board Related	Change Size of Board of Directors	10. Approve Increase in Size of Board to Six Members	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	11. Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
ABB Ltd.	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Adevinta ASA	29-Jun-22	Annual	Norway	1661757
SAP SE	18-May-22	Annual	Germany	1619611
AstraZeneca Plc	29-Apr-22	Annual	United Kingdom	1610239
Nexi SpA	05-May-22	Annual/Special	Italy	1595717

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Allianz SE	04-May-22	Annual	Germany	1597122